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WEARE BOARD OF SELECTMEN
MEETING MINUTES
January 20, 2014

PRESENT: TOM CLOW, CHAIRMAN; RICHARD W. BUTT, VICE CHAIRMAN; JOHN LAWTON, SELECTMAN; JAMES LEARY, SELECTMAN; KEITH R. LACASSE, SELECTMAN (entered at 9:03 p.m.)

RECORDING SECRETARY: Cherry Palmisano

TOWN ADMINISTRATOR: Naomi Bolton

GUESTS: Tim Redmond, Frank Campana, Paul Marsh, Tina Connor, Jon Osborne, Donna Osborne, Neal Kurk, Katherine Cloud, Rochelle Pitraniemi, Keith Allbarg, Chief Velleca, Chief Vezina, Christine Hague, Jan Snyder

7:00 p.m. Chairman Clow called the meeting to order.

PUBLIC COMMENT – Frank Campana told the Board that he reviewed both the January 6th and January 13th meeting minutes and he noted the continuing trend of a spiral upward on part of the Board. On January 13th the Board discussed using a portion of the \$55k budget surplus money from 2013 and the discussion was that the police chief would like \$24k and the police chief would like \$21k. Mr. Campana commented that there is never enough money and there always seems to be good reasons to spend other people's money. Mr. Campana said that in the minutes it stated that Chairman Clow said that because they were replacements it gives them (the Board) the authority to replace them and Vice Chairman Butt said that the replacement does not need to be voted on by the voters. It is true that the replacements do not need to be voted on, but it implies to Mr. Campana an authority that the Board can do no wrong and has control of the reins. He knows that the Board has tough decisions to make. There was a discussion at the January 6th meeting regarding FEMA money and if the Board wants to spend it a public hearing would be needed. Mr. Campana said that the Board already spent it and the taxpayer's already paid that bill. He said that the Highway Department salt line or FEMA reimbursement should not be used to purchase computers. At that meeting Vice Chairman Butt said that he was in favor of spending the FEMA reimbursement, but not on a backhoe. Mr. Campana commented on the FEMA reimbursement being used as a big grab bag. Chairman Clow said that anything they discussed was within the bottom line of the budget and the FEMA reimbursement will be set aside and used as tax relief in the fall.

Chairman Clow opened public hearing at 7:11 p.m.

PUBLIC HEARING – Pursuant to RSA 33:8-a a public hearing is being held concerning the proposed financing of approximately \$967,000 bond to erect a new DPW facility and related site work at 224 Merrill Road

Tim Redmond, Public Works Director, displayed a preliminary drawing of the proposed DPW facility. He explained that the building will sit on a concrete foundation and floor and be a pre-stressed steel building by design. The majority of the building is designated for indoor storage of the highway trucks and equipment. There will be a designated wash bay, which is a heated space to wash the trucks and equipment to help extend their life. The proposed building will have an office for Mr. Redmond and his secretary, lunch room, handicapped accessible bathroom, employee bathroom, locker room, mechanical room, and dry storage. It will be a simple, no frill, structure, designed to help extend the life of the DPW equipment by storing it inside. The current building is not up to code, has many safety violations, no ventilation system, and no drainage system.

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Last year the article for the DPW facility failed by 27 votes. Mr. Redmond has made changes to address concerns to the proposed DPW facility based on feedback from Deliberative Session. It was noted that some of the concerns brought forth at Deliberative Session were that the facility was bare bones garage that was just barely big enough for the current department and would not cover any expansion. The original building being proposed was 80x140 ft and the new proposed 80x180ft building gives room for expansion. There was no ventilation system in the plan, but the new building will include a fresh air ventilation system. There was no fire suppression system in the original plan, but the new building will include a fire suppression system at a cost of approximately \$160k. Mr. Redmond explained that the town's insurance carrier would pay for a replacement value built to current codes if the building were to burn down, but anything that would be driven in there would be insured at actual cash value. The town's trucks are old and actual cash value would buy the same vehicle in the same condition. The cost of the fire suppression system is equal to just one of the more than 12-15 vehicles that would be housed in there and would protect the town's entire fleet and is a good investment. The new building would cost \$967k which is an increase in the price, but addresses the citizens concerns of space, ventilation, and fire suppression.

Keith Allbarg asked if Mr. Redmond involved the fire chief when consulting about the fire suppression system. Mr. Redmond responded that he did not consult the fire chief, but did ask professionals of fire suppression. The water system on the floor goes into a holding tank, which will be maintained to DES requirements. Mr. Redmond explained that the fire suppression system is not designed to put the fire out, but designed to get people out safely until the fire department arrives. Chief Vezina was satisfied with Mr. Redmond's explanation.

Jon Osborne asked about the location for the new building. Mr. Redmond explained that initially the larger part of the building will be removed to make room for the new building. Two bays would be kept while the building is being constructed, to house equipment for gas pumping and so that they would have to somewhere to maintain trucks. The new building will have all the elements of the current building, so eventually the old building could be removed. They will salvage materials from the current building and current shed and put aside all that is salvageable for any future project needs. Mr. Redmond said that without keeping part of the building during construction they would have to be moved off site during construction to perform their work. The proposed location of the new building is believed to have never been built on.

Paul Marsh asked how long it would take to construct the new building. The hope is that the building would be enclosed and heated in one season. The new building would have to be tied into the existing septic system and there will be a transition between the two. The project could take two seasons to complete. The highway department employees will try and do as much as possible including the demo of the current buildings, digging the footings for the new building, installing the drainage lines in the floor prior to pouring the concrete floor to help keep the costs down.

Christine Hague, Joint Loss Committee Chair, said that there has been talk of the new building for a long time. There are major health and safety issues in the existing building and noted that there could be a surprise inspection at any time. Ms. Hague stated that she is in favor of the new building.

Chairman Clow closed the public hearing at 7:30 p.m.

Jan Snyder asked why the State Aid Bridge Project is not on the public hearing. The town will be raising \$86k, but \$590k is needed upfront. The project total is \$1.9 million, through the State of NH Bridge Fund the town will receive \$1.2 million. It was discussed that \$676k is the actual amount to be borrowed. Ms. Snyder said that any bond or note of \$100k or more requires a public hearing. The \$590k will have to be floated until the town is reimbursed by the state, which is why the State Aid Anticipation Note is necessary. Chairman Clow said that they were going on the assumption of pay as you go. The town will get the other 40% from the state at the completion of the. It was not posted as a bond and there should be at least one public hearing for a note or bond in excess of \$100k. Chairman Clow said that it might not be able to go on warrant for this year. Chairman Clow

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said that the deadline for tonight can be waived with a separate hearing for this note and will have to be checked out with DRA. Ms. Snyder told the Board that the general fund can't float the \$590k.

Chairman Clow opened the public hearing at 7:35 p.m.

PUBLIC HEARING – Pursuant to RSA 32:5 a public hearing is being held concerning the proposed 2014 Operating Budget for the Town of Weare

Chairman Clow said that the budget has been a work in progress and there have been some changes. Tina Connor, Finance Administrator, mentioned that they need to change the retirement accruals in the warrant. Town Administrator Bolton informed the Board that she received a request from Chris Hague to reduce the library's bottom line budget by \$125. The reason for the reduction is because the fire wall contract was less than anticipated for a total of \$165,780. Chairman Clow noted that the library budget is constructed by the Library Trustees, the Selectman do not create the library budget and their rights only extend to the bottom line library budget, which is governed by RSAs.

Town Administrator Bolton informed the Board that Mr. Redmond received notice from another employee. The employee's accrual total is \$2,999.17 and there is not enough money in the capital reserve. Mrs. Connor said there is a line in the highway budget for accruals. Last week the Board expended from the capital reserve. Mrs. Connor said that the \$3k for this accrual would need to go in line 190 for accruals in the highway budget. Vice Chairman Butt said that he might want to use some of the money out of the retirement fund. Chairman Clow said that there is no guarantee that no other employee will leave that has bonus and vacation time accrued so they need to have something in place. Vice Chairman Butt said that he would agree if there was a plan to fund that fund, but they decided not to fund that fund. He does not see why they can't utilize the remaining balance in the fund to offset the operating budget; the purpose of the fund was to take care of heavy payouts that could surface and there is no plan to fund it. Mrs. Connor noted difficulty in splitting the accrual out of the capital reserve and the highway accrual line. Vice Chairman Butt said that if it is an accounting nightmare to move the money he will listen to the nightmare, but the Board did not discuss leaving anything in that fund to cover any accruals. In absence of a plan, he is in favor of spending the remaining \$1,400 from that fund instead of taking the entire \$3k from the operating budget. Chairman Clow said that prior to two years ago there would be an article on the warrant to put money in the capital reserve to cover accruals and the decision was left to the voters. If the article did not pass the money to cover the accrual would have to be found in the budget. The Board has asked employees to notify them by December if they plan on retiring or leaving so that the town's obligation would not be a surprise that budget year. The Board needs to decide whether to put \$1,600 in line 190 for highway accruals and utilize \$1,400 from the capital reserve or put \$3k in line 190 and hold the \$1,400 in the fund for future need. Vice Chairman Butt said it was not recommended by the Finance Committee in years past to put money in the capital reserve. There are still two large payouts remaining in the highway department. Selectman Lawton feels that they should have money in the fund to cover those two accruals and going forward there will not be any more big hits because of the changes to the personnel policy. The changes made to the personal policy and negotiated into the union contracts no longer allow for more than one and one half years vacation time to be accumulated and bonus days are paid out in April and do not accrue. Selectman Leary is in favor of spending the \$1,400 currently in the capital reserve and putting \$1,600 into line 190 to cover. A study will need to be done to see what accruals remain. There is \$1,392.33 left in the fund currently. Vice Chairman Butt suggests that the following year they put it an article on the warrant to put money in the fund.

Chairman Clow moved, Vice Chairman Butt seconded to add \$1,610 to line 190 for the Highway Department in both the proposed and default. Passed 4-0-0

Mr. Redmond said that the highway department buys all the fuel and the departments that utilize the fuel reimburse the highway department. Town Administrator Bolton pulled actual fuel usage from 2012 and 2013. The fuel usage in January, February, and December of 2013 shows a lot more usage than those months in 2012.

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In 2013 \$124,381.06 was expended from the highway vehicle fuel line. The fuel line also includes diesel fuel additive to prevent the fuel from gelling and freezing up and tank testing, which is required by the state. These expenses are directly related to the fuel, but there is no other place in the budget to charge them to. Mr. Redmond asked that the fuel line be increased from \$108,595 and said that if it is not used it could be turned back. Vice Chairman Butt said that there is no guarantee it would be turned back because they have a bottom line obligation. He hates to budget on worst case that happened the year before. Diesel was budgeted at \$3.50 per gallon last year and gasoline at \$3.35 per gallon. Mr. Redmond noted that diesel is currently at \$3.78 per gallon. Because the tanks do not hold a large amount of diesel, they pay a premium to pump it into their tanks. There is not a better way to do it and there is only one company that will deliver by that method. Vice Chairman Butt said that the Board was always under the impression they were not paying the premium. Mr. Redmond informed the Board that their cost is lower by \$.20 a gallon, but it is not as low as they thought. Mr. Redmond voiced his concern with what happens if the fuel line budget runs out in November. Vice Chairman Butt said that the Board would ask Mr. Redmond to look within his budget first, but then would look at other budgets, and if the money was not there they would go to DRA and ask for emergency spending. Selectman Leary mentioned the overtime line and noted that there was more time spent out plowing in 2013 than in previous years. Chairman Clow said that in looking at fuel in 2012, spending came to an abrupt halt due to an early spring. He would be more apt to compromise on the fuel line and add something to the budget. Vice Chairman Butt said that \$108k was budgeted for and \$124k was spent so somehow they found the money and still had money remaining in the bottom line budget at the end of the year. As far as he knows they have never run out of money within the entire budget to cover the fuel budget. Selectman Leary proposes that they increase the fuel line to \$115k and thinks it makes sense due to the fact that diesel fuel is currently \$3.78 per gallon. Vice Chairman Butt would be in favor of increasing the gallon price, but not increasing the line by usage. There is a 6,000 gallon diesel tank and a 4,000 gallon gasoline tank and when they are plowing the tanks deplete quickly. They have to pay \$.20 per gallon for delivery. Mrs. Connor suggested that the Board put a new line in the budget so the inspections and fuel additives are not spent from the fuel line.

Chairman Clow moved, Selectman Leary seconded that a line be added to the budget for fuel additives and tank inspections for \$6,000 and leave the fuel line as is. Passed 4-0-0

Mr. Campana asked about line 150 in the Police Department budget for part time officer wages. It was discussed that the part officer's wages line was moved to line 117 just so it would appear near other salaries in the budget.

Line 150 in the Fire Department budget includes an increase of \$25k in the proposed budget for weekend EMTs.

Mr. Campana commented that general liability has increased considerably and asked if it was in anticipation or due to the wrecked police vehicle. Chairman Clow said that it is the actual premium numbers given to them and is directly related to the amount of money the Town of Weare has cost Primex.

Neal Kurk asked the Board if the employee tuition reimbursement, line 533, in the Town Officers budget is part of a contract. Chairman Clow said that it is a new item in the budget that did not exist before that is why it is in the proposed and not in the default. The personnel policy allows for reimbursement of tuition for classes approved by the Board. Because it is in the personnel policy and allowable the Selectmen put it in the budget to offset reimbursement of tuitions.

Mr. Kurk said that line 621 for Managed IT Services was not included in the budget before, but is now in the proposed and default. Chairman Clow said they did not have any contract for servicing computers for hardware or software and this contract is broken out in other department's budgets. This is a new contract. Mr. Kurk said that it is not a contract that existed and was not approved by the voters.

Line 130 in the Town Clerk budget reflects an increase because there was a transfer from department to department and there is a decrease in the Finance Department budget. There is 30 hours in the Tax Collector's

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budget and 10 hours in the Finance Department budget. It is not a change in the budget, just a change of department.

Line 341 in the Selectmen's Office budget reflects an increase from \$2,500 to \$4k in the proposed and default budget for telephone. It is a contract and the increase is for the fire alarm over at the Town Hall, because a phone line needed to be added. Mr. Kurk is asking why it is also in the default. Town Administrator Bolton said that they need to have the Town Hall monitored.

Line 343 in the Selectmen's Office budget went from \$0 to \$2k in the proposed and the default and Mr. Kurk is asking why it is in the default budget. Town Administrator Bolton said that a new town website is being rolled out. Mr. Kurk noted that it is a good idea for a new website, but questions why it is in the default budget.

Mr. Kurk asked why the increase in the police chief's salary was in the default budget. Mr. Kurk mentioned that they are a bottom line budget. The statute is not as clear cut as Mr. Kurk indicates and there is room for decision in it. Chairman Clow said that the Board has a certain amount of judgment depending on the needs of the town, if abused, then they would not be using the judgment appropriately. Vice Chairman Butt said that they are required to provide services, there are increases in those services for fuel or materials and when they hire someone with a contract it should be included in the default. Mr. Kurk commented on voters approving \$67,745 and not \$78k. Vice Chairman Butt noted that prior Boards put wage increases in the default budget. Mr. Kurk said that there is no new contract and it was not approved by the voters.

Mr. Kurk asked why there is \$26,750 in the default budget for line 637 for the Fire Department protective clothing, which he feels should be \$10k. Chairman Clow said that it rises to a need that justifies it being in both budgets. Mr. Kurk feels that is an extremely subjective view and different Boards could be making very different decisions.

Mr. Kurk assumes that the increase in health insurance is in both the proposed and default. Chairman Clow said that the quote from their insurer for the percentage of increase in each department may change depending on what happens at the polls. There are agreements in the contracts and if the contracts pass there will be a decrease in the insurance lines in the budget and the non union employees would change to the new plan. The amount will be lower than the 2013 amounts and the proposed and default amounts will be the same.

Line 595 in the Parks & Rec budget increased because PARC asked for rubbish removal. Mr. Kurk asked if this was an additional service they are not currently getting. Selectman Leary said the request is for additional dumpsters. Mrs. Connor noted that the line was under budgeted in the past. Mr. Kurk noted that his position is that it is extremely important that the default reflect what they are currently doing, not what the Board wants to do. He said that over the year's there has been very little difference in the proposed and default budgets and Mr. Kurk is concerned that the voters aren't getting the choice they are supposed to have in SB2.

Mr. Redmond told the Board that he averaged out the gasoline cost per gallon over a 10 month sampling from January 24, 2013 to December 13, 2013 and determined the average cost per gallon to be \$3.25. The Board discussed that they budgeted \$3.35 per gallon for gasoline for 2014 and decided to use that price.

Mr. Campana commented on line 773 in the highway department budget for salt and sand. There is about \$48k left in that line and Mr. Campana recollects that the highway department bought a stainless steel sander. The highway department replaced some truck bodies, which were funded out of line 770 for highway vehicle/equipment maintenance/repair.

Chairman Clow closed the public hearing at 8:52 p.m.

DEPARTMENT HEAD AND COMMITTEE ITEMS

Mr. Redmond informed the Board that he received a letter of resignation from Jeff Lewis, town mechanic, effective January 30, 2014. Mr. Redmond will begin the search to fill the position and will have an employee to present to the Board to replace Jeff Lewis next Monday.

Finalize 2014 Warrant Articles

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Articles 2-6 came from the Planning Board and where acted upon on the Planning Board level.

Article 7 – DPW Garage Article. Chairman Clow noted that the Safety Complex is now paid for.

Article 8 – operating budget

Articles 9-10 – collective bargaining 3 year agreements

Article 11 – non-union staff raises \$20,400

Article 12 – Special Purpose Non Lapsing Peaslee Road Bridge

Article 13 – staff increase for 2 PD officers

Article 14 – CRF ambulance \$220k of which \$30k will coming from the Fire Vehicle Replacement Special Revenue Fund leaving \$190k to be raised by taxation.

Article 15 – Road Reconstruction

Article 16 – 10 wheeler and pickup DPW

Selectman Lacasse entered the meeting at 9:03 p.m.

Article 17 – one cruiser

Article 18 – CIP gas/diesel fuel station

Article 19 – CIP Government Building and Maintenance Fund add \$40k – boiler and led paint removal

Article 20 – CIP Recreation Field Development Bolton Parking

Article 21 – CIP Pine Grove Cemetery

Article 22 – Cemetery Cy-Pres

Article 23 – Hazardous Waste Day

Article 24 – Fireworks

Articles 25-28 came from the Conservation Commission.

Article 25 – \$25k licensed forester

Article 26 – \$5k for gate at Ferrin Pond

Article 27 – \$10k conservation law enforcement agreement with NH Fish and Game

Article 28 – \$0 tax impact – authorize withdrawal

Article 29 – Library Trustees \$3,200 for computer hardware and software for the Library. Ms. Hague worked on the wording with DRA. Paul Marsh, President of Library Trustees, said that they are asking to use the funds they already have to replace computer hardware and software. The funds already exist, but they need a second authorization because the funds rolled over. Vice Chairman Butt thinks that the article should indicate a zero tax impact. Mr. Kurk understands if the money is spent there won't be a tax impact, but if it was not spent what happens to that money. If it is not spent it goes back to the town's general fund.

Article 30 – \$2,000 surviving spouse tax credit

The articles have not gone to DRA or Laura Spector for review. The Board has not voted to recommend any articles. Explanations of the articles will be in the town mailer.

The Board discussed that RSA 72:29-a will have to be reviewed to get clarification regarding what happens with the tax credit if the surviving spouse re-marries.

Mr. Campana is concerned with the police cruiser request of \$49,600. Chairman Clow said that they have run the Crown Vics for a long time, but they are not being made anymore, and anytime they buy a new vehicle to transfer equipment will add a considerable price. Mr. Campana thinks that a SUV with 4wd will have a higher maintenance cost. He asked the Board if they would identify in the mailer that the Police Department has already purchased one vehicle. It was discussed that the chief's vehicle was replaced and it was not an addition.

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Ms. Snyder said that the current rates are around 2.75% to 3.25% with a \$967k principal. She called Northway Bank and will be presenting the rates to the Board. Chairman Clow estimated the first year's tax impact to be \$.14 on \$96,700.

It was discussed that the question should be asked what size the diesel and gasoline tanks need to be to get the better fuel price and avoid delivery cost.

Some of the articles are incomplete and they are waiting on membership approval for the two negotiated contracts. Chairman Clow would like for people to take into account that they were able to make some vast changes in the contract language as part of the agreements, which will benefit the town over time with a cost savings. One of the changes reflects safety regarding how many hours a person can be on the job and a management rights clause is included in the police contract, which will be important in years to come. Over the life of the contract the copay will increase from 5% to 10% to employees.

It was noted that Article 30 should refer to military service and should indicate that it is an annual tax credit.

Vice Chairman Butt knows there are issues with the default. The police chief's salary is in the proposed and default because the Board had to negotiate the contract. If a person left in the middle of the year they would have to hire someone new at the same rate, which is not always possible. Vice Chairman Butt said that he finds it hard to be able to operate the way they need too and provide services if the voters need to approve a service contract. He thinks the Board has a difference of opinions on what should and should not be in the default budget. The Board made the decision to include the fire protective gear because they felt it was absolutely necessary and were concerned that if the voters said no then they would not get the crucial equipment needed for the people that provide the services.

The Finance Committee has not met with all department heads, but will by the end of next week.

Vice Chairman Butt mentioned that there would be a difference in the operating budget if the collective bargaining agreements pass. He would like to know the savings in insurance that the operating budget would be reduced by. If the contracts fail the town will need to stay with the current insurance plan, they have to stay on one plan as a town, and will need to negotiate changes if they go to another plan. The union was willing to accept a plan as determined by the Board.

MANIFESTS

Checks dated: January 16, 2014

Weekly Payroll \$44,889.06

Chairman Clow moved, Selectman Leary seconded to authorize the Board of Selectmen to sign manifests and order the Treasurer to sign checks dated January 23, 2014. Passed 4-0-1; Selectman Lacasse abstained

Accounts Payable \$825,951.81 (\$250,000 John Stark and \$450,000 Weare School District)

Gross Payrolls \$48,288.67 (Includes taxes, credit union, police detail)

TOTAL \$874,240.48

Also, to order the Treasurer to sign payroll checks dated January 30, 2014, that will include payment for weekly wages and matching taxes. Actual amounts paid and reports backing up the numbers will be disclosed at the next scheduled Board meeting.

MEETING MINUTES

Chairman Clow moved, Selectman Lawton seconded to approve the minutes of January 13, 2014 as amended. Passed 5-0-0

ADMINISTRATIVE REPORT

The Board discussed that the water is drained from the Stone Building in the winter, therefore a freeze alarm is not necessary. To have Electronics Security Protection install the freeze alarm at the Town Hal will cost \$648 and could come out of the Government Building and Maintenance Fund.

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Chairman Clow moved, Selectman Lacasse seconded to approve the expenditure of \$648 from the Government Building and Maintenance Fund to install a freeze alarm at the Town Hall. Passed 5-0-0

When the freeze alarm goes off the monitoring company will call Town Administrator Bolton.

Town Administrator Bolton informed the Board that Chip Meany took the bars for the Town Hall doors to Adams Lock in Concord to be sized for the new doors. The cost is \$2,001.20, which she assumes would come from the Mildred Hall Fund as did the doors.

The Deliberative Session will be held on February 1st at 9:00 a.m. and next week the Board will discuss speaking assignments.

Vendors have been calling regarding the purchase order procedure. Town Administrator Bolton told the Board that Mr. Redmond and Merry Rice have not been trained yet to use the purchase order module due to the Finance Administrator not having time. Vice Chairman Butt asked if the company can train them and he would like to know the cost for training. Town Administrator Bolton will call Tyler Technologies to get a cost for training. The Town Office building has not used the purchasing system and from the Safety Complex they have to log into the server and receive a log me in error. She hopes that Spaulding Hill will help them tomorrow when they come to the Town Hall. Selectman Lawton would like to make it high priority to get the system up and running.

There was only one applicant for the advertised minute taker position. Vice Chairman Butt does not feel the Board has to be involved with the interview.

Chairman Clow explained that they ran into problem because Mr. Redmond was not informed that the roads were becoming icy on the morning of Saturday, January 11th. The reason that Mr. Redmond was not informed was because the Board just changed the police coverage schedule and there was not an officer on the road at 3:00 a.m. to inform Mr. Redmond. A decision to pay Mr. Redmond an hourly stipend to go out and check the roads was made by the Board, but a citizen responded negatively and questions the legality of paying overtime to a salary position. The Board will check with LGC and DRA to see if it raises a red flag and will get legal opinion.

Chairman Clow moved, Selectman Lacasse seconded to enter into non public session @ 10:10 p.m. pursuant to the authority granted in RSA 91-A:3II (a&b). A roll call vote was taken, Vice Chairman Butt – yes; Selectman Lawton – yes; Selectman Leary – yes; Selectman Lacasse – yes; Chairman Clow – yes. Passed 5-0-0

Chairman Clow moved, Selectman Leary seconded to come out of non public session @ 10:40p.m. A roll call vote was taken, Vice Chairman Butt – yes; Selectman Lawton – yes; Selectman Leary – yes; Selectman Lacasse – yes; Chairman Clow – yes. Passed 5-0-0

Chairman Clow moved, Selectman Lacasse seconded to seal and restrict the minutes of the non-public session. Passed 5-0-0

ADJOURNMENT

A True Record.

Cherry Palmisano, Recording Secretary